

Overview

Dentons' Global Employment and Labor Group has over 400 lawyers who regularly represent management in connection with employment- and benefits-related litigation, corporate and governmental investigations, executive compensation and counseling projects. Our employment lawyers are known for providing practical, business-oriented advice. With our global presence and contacts, we are one of only a few firms that can provide multinational businesses with a coordinated solution to all employment and benefits needs.

We provide a broad range of non-litigation advice in all types of workforce-related matters, including:

- Drafting employment handbooks, policies and contracts
- Dealing with “problem employees”
- Conducting internal corporate investigations
- Anti-harassment and sensitivity training
- Union-related issues
- Mergers & acquisitions, reductions in force and other business activities.

Dentons regularly advises and counsels clients on laws concerning payment of wages, employee privacy, employee hiring practices, employee absenteeism, employee leave, reductions in force, plant closings, discrimination and retaliation and whistleblowing.

Under the broad umbrella of labor relations, we represent management in negotiating collective bargaining agreements for companies with union-represented employees and we counsel management in all other union-related matters.

Representative Experience

- **Beats Electronics:** Advising on all employment law aspects of setting up its UK operation, including the recruitment and retention of its UK employees.
- **Central Government Department:** Advising in connection with threatened union strike action and, in particular, considering whether the union's political agenda meant that they failed to demonstrate that the action was in furtherance of a trade dispute, and so qualified for statutory protection.
- **CORPUS SIREO:** Advising on the divestment of CORPUS SIREO Investment Residential No. 31 GmbH, a housing association with a real estate holding of 4,680 residential and 59 commercial units in Berlin. CORPUS SIREO manages a real estate fund of €15.4 billion and belongs to one of the biggest asset managers in the area of residential and commercial real estate in Europe. From the beginning of the bidding process, the team provided not only legal but also strategic advice to CORPUS SIREO. The advice covered the whole structure of the divestment process as well as a very complex framework for the restructuring of existing financings.
- **England's premier education and care system for at-risk youths:** Advising and assisting with the UK Border Agency requirements, following two corporate acquisitions by the company—one being a share purchase, and the

other being an asset purchase.

- **Entertainment company:** Advising in connection with a share sale and a subsequent Transfer of Undertakings (Protection of Employment) (TUPE) transfer of a distribution agreement. Our team advised on UK TUPE issues, coordinating European advice and on a wide-ranging restructuring and redundancy program.
- **Leading Spanish company within manufacturing in the automotive industry:** Advising on corporate, tax, employment, and litigation matters in Spain and Romania. The team helped the company to grow the business in Romania and to analyze all the legal implications regarding the company's operations in this country. The team is one of the representatives of the company's strategic committee, which values its expansion in other countries.
- **Multinational car manufacturer:** Advising on numerous contentious and non-contentious matters, including successfully defending a four-day unfair dismissal and sex discrimination complaint, and advising on a major redundancy and reorganization program.
- **Oil and gas company:** Advising in connection with the high-profile and widely reported industrial unrest at an oil refinery, including visiting the site to interview witnesses for a report to be prepared in advance of the Advisory, Conciliation and Arbitration Service report.